

Minutes of the

APPRENTICESHIP ADVISORY COUNCIL

Advisory to DWD, Bureau of Apprenticeship Standards
and
Wisconsin Technical College System Board

Crowne Plaza Hotel - 4402 E. Washington Avenue - Madison, WI

July 21, 2009

MEMBERS PRESENT

Wayne Belanger	Marcie Marquardt	Tom Schoenberger
Earl Buford	John Metcalf	Clay Tschillard
Terry Hayden	David Newby	Marge Wood
Henry Hurt	Benito Rodriguez	
Brent Kindred	Robert Riberich	

MEMBERS EXCUSED

Gert Grohmann	Ron Splan
Mike Lewin	Dan Vanden Bush
Susan Scaffidi	

MEMBERS ABSENT

James Moore

CONSULTANTS AND GUESTS

Jose Bucio	Wisconsin AFL-CIO	Milwaukee
Ken Moore	DWD-DET-Bur App Standards	Madison
Karen Morgan	DWD-DET-Bur App Standards	Madison
Owen Smith	DWD-DET-Bur App Standards	Madison
Kathy Wellington	DWD-DET-Bur App Standards	Madison
Jon Waldheutter	Moraine Park Tech College	West Bend

Welcome, Introductions and Check-In

The meeting was called to order at 10:06 a.m. by Co-Chair Bob Riberich. Karen Morgan, DWD/BAS, confirmed that the meeting was properly posted in conformance with the Wisconsin Open Meeting Law. Signature sheets were circulated to record those in attendance. Introduction of those present were made.

Approval of Minutes

Mr. Riberich referred members to the minutes of the April 20, 2009 Council meeting, which were included in the meeting packet. By unanimous voice vote, the Council approved the minutes of the April 20, 2009 Council meeting.

Federal Report—Review & Discussion:

Ms. Morgan referred the Council to the report "The Benefits and Challenges of Registered Apprenticeship: The Sponsors' Perspective" from the Urban Institute which had been included in the meeting mailing. She stated that she does not know who received or completed the survey. There was one surprise: problems in securing Related Instruction (RI). It was also surprising to find that nationally, 30% of apprentices

are paid while in Related Instruction. There is nothing on cost/benefit analysis, but Karen stated that DWD may have to do such an analysis. There was discussion on the information that 58% of RI is done in the evenings and 9% is done on the weekends. There was a great deal of discussion on the subject of “poaching” apprentices, including Executive Order 108 (EO 108), and how to get more employers to train apprentices. Karen told the Council that since EO 108 went into effect on January 1, 2006 BAS has added 300 to 500 new employers. The new Prevailing Wage Rate threshold will also increase participation. The information in this study may be used by the Marketing Sub-Committee.

Sub-Committee Reports:

Educational Linkages: Mr. Riberich gave the report. Two handouts were distributed. The Sub-Committee met three times since the last Council meeting. The second handout, a booklet titled “Wisconsin Apprenticeship Advancing Forward to the Next 100 Year” is a joint product of the Educational Linkages and Marketing Sub-Committees. Karen told the Council the format had been borrowed from the U.S. Department of Labor but the content has been updated to reflect Wisconsin initiatives. The booklet is set up for “targeted” stakeholders and allows individuals address the contents to go right to what interests them. A question was asked if we should highlight specific employers and how did we identify the employers. Karen stated that we tried to include all sectors and sizes of employers and those employers who are well known.

It is intended that the Outreach and Education plan will be distributed internally in DWD, state trade committees, WTCS apprenticeship coordinators, and high schools. It will be a guide as to what will be used at job and career fairs.

Karen then distributed a handout of USDOL “one-pagers”. The USDOL will put Wisconsin data and information on the USDOL web site or we can do our own on our own web site. The one-pagers are also targeted to the following stakeholders; general information, youth, educators, parents, employers and the public workforce system. Discussion was held on whether to go with the USDOL documents (quicker and less expensive) or to develop our own. Finally, Mr. Tschillard made a motion to use “Wisconsinized” one-pagers. The motion was seconded and passed unanimously. Karen told the Council that she had already hired a professional advertising photographer to take photos of actual Wisconsin apprentices in the construction sector working at Epic in early August. Industrial and service sector photos will be taken at a later date.

Equal Access Sub-Committee: Mr. Belanger gave the report and distributed a handout outlining equal access activities. The Sub-Committee met two times since the last Council meeting. They met with Susan Sharkey, WIDS, to begin developing the instructor guide for the Apprentice Orientation. The preliminary work was reviewed on July 2, 2009 and approved for further development. BAS ATRs have conducted interviews to include testimonials with the Orientation Handbook. The next step is to review and edit the information and put it into the appropriate section. Chapter 7-Diversity has been drafted. The chapter is to be reviewed by women and people of color for accuracy and relevance by the end of July.

A draft questionnaire for persons leaving an apprenticeship before completion was distributed and reviewed. The purpose of this questionnaire is to identify reasons for leaving the apprenticeship and then develop an employer-use “Take Action Timeline” that identifies pre-emptive actions that employers can take to promote apprentice retention. The questionnaire will focus on apprentices who have been cancelled in the probationary

period because the reason given for such cancellations is typically “probationary period”. The questionnaire should identify actual reasons. Council members recommended some changes.

Informational Sub-Committee: Ms. Marquardt distributed a handout and presented the Sub-Committee report. This Sub-Committee met one time since the last Council meeting to discuss changes required to Wisconsin statutes and administrative rules caused by the new Title 29 CFR Part 29. Karen told the Council this Sub-Committee would be very busy to get this accomplished. She also asked for another Council member from the industrial or service sector to volunteer for the Sub-Committee. Mr. Rodriguez volunteered. Discussion was held on the types of changes that would be required.

Ms. Morgan then distributed a handout on an Analysis of Proposed Law Change to Wisconsin Statute 15.227, Appointments to the Wisconsin Apprenticeship Advisory Council for discussion and review by the Council. These changes are also necessitated by the new 29 CFR Part 29. The Council will have to include public members. DWD is proposing two such members. DWD is also proposing that the actual appointments to the Council be made by DWD, not the Labor and Industry Review Commission (LIRC) as currently required. After some discussion the Council directed that the proposed change be taken back to Sub-Committee for review and recommendations.

Marketing Sub-Committee: Mr. Belanger and Ms. Morgan stated that the Marketing Sub-Committee had worked on the blue Wisconsin Apprenticeship booklet already discussed under the Educational Linkages Sub-Committee.

WTCS Update:

Ms. Wood introduced Mr. Jon Waldheutter, chair of the WTCS Apprenticeship Coordinators Committee, who gave a presentation on behalf of the group. The Apprenticeship Coordinators are very worried about retention of apprentices given lay-offs, the slow economy, etc. The northeast part of the state is doing well in numbers, but not the rest of the state. Moraine Park Technical College usually has around 90-100 new apprentices but right now they only have 12. Numbers are down in most WTCS schools. PRI sections are below required funding size limits. The schools are required to complete those current apprentices but they are not sure how to do so when there are only 3 to 6 apprentices in a section and the school is looking at discontinuing those sections. Mr. Waldheutter gave a number of options and possible solutions; stimulus dollars, allowing community service hours to count toward an apprenticeship, etc. Discussion was held on possible solutions and/or additional funding but nothing was finalized.

Ms. Wood then discussed Opportunity Grants courtesy of Governor Doyle. These grants can be up to \$1,000 per person. The program of instruction must be in a high demand occupation or the person must have a low income. Apprenticeship would seem to fit as a high demand occupation. Ms. Wellington added that Workforce Investment Act (WIA) boards can determine the high demand occupations in their area. Discussion was held.

Child Care is an active apprenticeship again at Lakeshore Technical College (LTC). The PRI courses are part of the regular full-time child care curriculum.

Ms. Wood also told the Council that thanks to Mr. Tschillard WTCS has made a step forward for instructor certification. This is due to a very good documentation of the NECA/IBEW instructor training curriculum. The WTCS will now recognize the training provided by the NECA/IBEW instructor training as meeting two of the five required courses.

Ms. Wood then distributed a handout of the final WTCS Administrative Bulletin on Program Advisory Committees. She also distributed two handouts from Google that discuss apprenticeship. After some discussion, Mr. Tschillard made a motion to have the Equal Access Sub-Committee investigate and evaluate access issues as discussed in the articles. The motion was seconded and passed unanimously.

DPI Update:

Mr. Kindred provided the update. First, he told the Council that the Carl Perkins Act is centered around career clusters and programs of study (POS). Progress is going well for schools and technical education programs. Parents and students are starting to implement the POS. DPI is also getting schools and communities to think about what they are going to do about actual jobs.

Second, he stated that a state-certified construction co-operative has been started with Associated General Contractors (AGC). There are four pilot schools this summer; Burlington, Oshkosh, Appleton and Marshfield. Child labor laws had been a problem but have been “worked around” by working with the unions and union training centers rather than on an actual job site. There is a lot of interest. There are a total of ten students, all juniors and seniors, in the pilot program.

Third, he discussed Skills USA. This competition is usually held in April. DPI would like to host the Council and next year’s competition. It will be held on Wednesday, April 27, 2010 at Chula Vista Resort in Wisconsin Dells.

BAS Update:

Ms. Morgan provided the update. She distributed a handout from the U.S. Department of Labor on the award of a grant of \$100,000 to Wisconsin to implement changes to 29 CFR Part 29. The grant is to be used in three areas; Implement new/revised state regulations, integrate apprenticeship into the WIA system and change the Bureau of Apprenticeship Standards Information System (BASIS) to comply with 29 CFR Part 29.

BAS has already started on the second item. A Workforce Forum was held in Madison on June 2-3 with all BAS staff and representatives from the WIA local boards. Work plans/goals were developed to accomplish the required integration and to enable apprentices and employers to receive WIA benefits. One method of achieving this integration is to get an apprentice advocate on each WIA Board. Mr. Tschillard has now been placed on the South Central WIA Board. There are a total of 11 WIA Boards in Wisconsin.

Karen then discussed the 100th Anniversary of Registered Apprenticeship in Wisconsin. She was not able to get the planning group together yet. A contract has not yet been signed with Monona Terrace for June 12-14, 2011. The Hilton will be the “headquarters” hotel with 200 rooms. We also have rooms at the Sheraton, Concourse and Inn on the Park for a total of 500 rooms at the State rate.

ARRA money. DWD is in the middle of distributing ARRA dollars. A lot of the funds are coming through as “designated”, i.e. to organizations as the Workforce Development Boards.

BAS is taking the lead on two Federal Grants: a) Energy (\$6 million). In this area we are working on developing a pathway from lower to higher skilled energy jobs, train workers to work on the “smart grid” and in the area of renewable energy. The Council on Workforce Investment is the designated grantee and DWD will be the fiscal agent. b) The second grant is for the health care sector and other high growth and emerging industries (\$ 5

million). DWD is partnering with the Northcentral WI Workforce Development Board on this grant..

Ms. Morgan also told the Council that the individuals from Milwaukee have requested in writing to the USDOL to decertify BAS as the apprenticeship registration agency for Wisconsin. Ms. Morgan will provide an update on this when she has more information. In the same vein, Ms. Mary Glass has not shared her minutes from the "listening session" held after the last Council meeting so BAS can not yet see exactly what was requested for BAS to do to assist that group.

Statistics:

Mr. Moore provided the statistics. He distributed three handouts. Two compared June and July 2009 numbers with June and July 2008. The third compared July 2009 to July 2008 and also showed new, completed and cancelled apprentices by sex and ethnicity. For July, all sectors were down.

Old Business:

Ms. Wood told the Council there is an opening on the WTCS Board. If anyone is interested a member of the Council could apply to be on the WTCS Board.

New Business:

None

Next Council Meeting:

The next Council meeting will be on November 5, 2009. The location is to be determined.

Adjourn

By unanimous voice vote, the Council agreed to adjourn. Terry Hayden adjourned the meeting at 2:40 p.m.

Respectfully submitted by
Ken Moore, Recorder